

**Colorado Governor's Commission on Community Service
Colorado State Service Plan: 2010, 2011, 2012**

DRAFT - Offered for review and comment October 19, 2009.

Please submit your comments by November 20, 2009 to:

Toya M Nelson, Executive Director, GCCS

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225 E 16th Ave Suite B-52, Denver CO 80203

**Colorado Comprehensive State Service Plan
2010, 2011, 2012**

CONTENTS

- I. Introduction**
- II. Strategies for Outreach, Collaboration with CNCS and National Service, and Community Partnerships***
- III. Colorado State Priority Goals: The Governor's Colorado Promise and Lt Governor's Strategic Initiatives**
- IV. Implementing the Edward M. Kennedy Serve America Act**
- V. Plan for Service by Adults Age 55 and Older***
- VI. AmeriCorps*State Specific Programming Areas***
- VII. Commission Projects and Initiatives (including sustainability*)**
- VIII. GCCS Management Plan**
- IX. Conclusion**
- X. Governor's Approval**

I. Introduction

The Colorado Governor's Commission on Community Service, under the Office of Lieutenant Governor Barbara O'Brien, is pleased to present this 2010 – 2012 State Service Plan to the Corporation for National and Community Service. This plan establishes strategic and program goals for 2010, 2011 and 2012, and

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establishes the implementation framework for the new Edward M. Kennedy Serve America Act.

This plan also lays the foundation and process for the Colorado Commission, with partner organizations, to establish a plan for creating the ***Plan for Service by Adults Age 55 or Older.***

This new plan adopts new program goals and service strategies, developed in 2009 as part of the Colorado needs assessment process. This plan continues to align the Governor's Commission on Community Service goals and programs with the community service goals and priorities set forth by Colorado Governor Bill Ritter and Lt Governor Barbara O'Brien.

The strategic goals and priorities are more fully described in 2009 Report: *Colorado Needs Assessment Report on Community Service, Volunteerism and Civic Engagement*. The needs assessment data gathered for that report also was used in developing program goals and funding priorities established for the 2009-2011 three year AmeriCorps grant cycle, which began in 2009. Because of multi-year grants, current programming included in the State Service Plan will continue over the three-year grant cycle.

New program goals will be established annually during the course of the three-year plan as AmeriCorps program funding becomes available for the full implementation of the Kennedy Serve America Act. Priorities may shift as new service corps are established and funded. Special emphasis will now be placed on planning for service strategies for adults age 55 and older, as now required by the Act. GCCS continues to emphasize the priority of aligning community service and volunteerism in the state with Governor Ritter's goals of fulfilling the "Colorado Promise" consistent, too, with the Lt Governor's Strategic Plan. Finally, program and management goals articulated in the GCCS management plan remain a significant part of the new State Service Plan.

II. Strategies for Outreach, Collaboration with CNCS and National Service, and Community Partners

The Colorado needs assessment process lays the foundation for the State Service Plan. All Colorado streams of service, partner organizations, sub-grantee programs and stakeholders were actively engaged in that process. The

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outreach process involved eleven (11) community visits to nineteen (19) counties and eighty (80) towns and cities across the state. A total of 34 forums, 8 small groups discussions and two (2) audiences with tribal representatives were held, involving over 500 stakeholders and representatives of partner organizations. A full listing of participants in the needs assessment process is available in the needs assessment report.

Following are examples of sustained, long-term, continuing and special collaboration initiatives, including those efforts designed to involve all CNCS grantees and stakeholders, including: AmeriCorps State, AmeriCorps National, NCCC, AmeriCorps VISTA, AmeriCorps Direct, Campus Compact, volunteer centers, state education agencies and other volunteer service organizations within the state.

- **State Service Conference** – Each year GCCS sponsors a statewide, all streams of service AmeriCorps State Service Conference for members and program operators, attracting over 400 AmeriCorps State, AmeriCorps National, AmeriCorps Direct, RSVP, Learn and Serve and Senior Corps members and programs. Planning for this training program includes collaborative efforts with representatives from all national service programs, and provides an excellent venue for collaboration and convening all national service programs.
- **AmeriCorps/NCCC State Commission Collaboration** - The Colorado Commission is adopting the new AmeriCorps/NCC collaboration strategies outlined for commissions at the 2009 National CNCS Grantee meeting. Concerted efforts are underway to involve NCCC in regular GCCS commission activities, all GCCS meetings, the State Service Conference and joint projects, such as special projects service days. GCCS and NCCC will exchange planning and program information to ensure coordinated efforts in meeting community needs, especially in rural and remote areas.
- **Collaboration with National Directs** – Consistent with the Kennedy Serve America Act (SAA) amendments requiring the Corporation to solicit and consider views of state commissions regarding applications for national service within the state, GCCS is adopting collaboration principles that ensure

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effective communication and review of information concerning National Direct applications, programs and services in Colorado. GCCS will establish practices that allow for open and frequent communication with National Direct applicants, and will provide feedback as may be required to CNCS and the National Directs respecting priority community needs, priority service sites and the proposed applications.

- **National Philanthropy Day** – the Commission continues its work in promoting and honoring individuals, nonprofit organizations and corporations who exemplify the highest standards of volunteerism and philanthropy in Colorado. In 2009 GCCS is chair of the 20th Annual national Philanthropy Day Awards Luncheon. The Commission's resources have been specifically targeted at identifying youth and youth groups to honor as exemplary volunteers.
- **Metro Volunteers, Inc** – a Hands On/Points of Light affiliate, this organization is the leading volunteer match organization in Colorado. This year the Commission co-sponsored, with Metro Volunteers, the statewide summit: *A New Era of Service: Summit of Civic Engagement and Volunteerism*, attracting 300 attendees to review the “new era of service” under the Kennedy Serve America Act.
- **Directors of Volunteers in Agencies (DOVIA)** – the Commission served as a co-sponsor of the Denver DOVIA Volunteer Awards program and co-sponsored, with DOVIA, the Colorado Springs Pikes Peak Volunteer Career fair. Collaboration with DOVIA is extended through the DOVIA participation on the Statewide VISTA project.
- **Colorado Volunteer Center Network** - as a member of this volunteer center network, the Commission is a significant partner in promoting and sustaining volunteer centers in the state. The GCCS goal is to continue to partner with the CVCN to expand volunteer center resources to remote areas of the state, and strengthen the capacities of all volunteer centers by accessing VISTA volunteers and other means of support.

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- **Colorado State VISTA Program** - In 2009, with CNCS State Office, CVCN, and others, GCCS developed a statewide partnership program to use AmeriCorps VISTA resources in developing capacity to address poverty issues throughout the state. CSV partner sites include: Metro Volunteers, United Way of Larimer County, United Way of Weld County, Jefferson County Workforce Center, Adventist Community Services, CVCN and Colorado Volunteer organizations Active in Disasters.
- **Colorado's Tony Grampsas Youth Services Program and the Positive Youth Development Team**, administered by the state Department of Public Health and Environment. GCCS has begun a new collaboration with a state funded youth development program called the Colorado Tony Grampsas Youth Services Program. Several positive outcomes have resulted from this effort: increased information sharing; exchange of funding and grant application/grant selection information; information about youth development services best practices; co-sponsorship on positive youth development training for youth services providers; and collaboration and support concerning funding for services and programs jointly funded by GCCS AmeriCorps State and the Tony Grampsas Program.
- **Disability Program Outreach** – Mini Grant programming for disability awareness and inclusion services – GCCS has initiated a successful community outreach effort designed to engage disability advocacy and service organizations in activities that promote volunteerism and community service. Small community outreach and training grants have been awarded to: Creative Training/Accelerating Talent (CTAT) Disability Inclusion Training; The Colorado Advisory Council for Persons with Disabilities; the Colorado Cross-Disability Coalition; Metro Children's center; the Colorado Disability Economic Initiative; Colorado Experience Bank (State Division on Aging and Adults with Disabilities); Black United Fund of Colorado; Disabled Cycling Program –Assisted Cycling Tours; and Denver Metro's CPRC's in Transition.
- **Rural Philanthropy Days** - Twice annually GCCS participates in outreach activities with community foundations, state and local government agencies and other donor organizations to share and exchange information with dozens of private non-profit and small governmental organizations and

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educational institutions in rural and remote areas of the state. Rural Philanthropy days is designed to introduce these organizations to potential donors, partners, stakeholders and advocates, and assist donor and grant organizations in learning more about community based service providers in smaller and remote rural communities.

- **GCCS Communications Plan** – GCCS produces and distributes several periodic outreach reports: GCCS quarterly newsletters, MLK Day of Service Report; Colorado Cares Day of Service Report, 9/11 Day of Remembrance and Service Report, along with an active website and Facebook “social media” site.

III. The Colorado State Goals and Priorities: The Governor's “Colorado Promise”

Special emphasis is placed on aligning the goals of the Governor's Colorado Promise with the programming priorities of the Governor's Commission on Community Service. Those areas of the Colorado Promise most closely aligned with the goals in the existing state service plan are summarized in part below.

Governor Ritter's “Colorado Promise”:

Education: Investing in our schools and our students:

1. Fostering high-quality educators and inspiring a new generation of teachers
2. Making sure children arrive at school ready to learn; expand early childhood education
3. Improving student achievement
4. Getting parents more involved; launch a family literacy crusade; promote and support the role parents play; promote parental participation in homework assignments

Health

1. Focusing on prevention, childhood immunization, developing and disseminating educational vaccination materials; educating parents about the Colorado information Immunization System
2. Investments in rural health, including building an adequate rural health provider workforce

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The Environment

1. Public land management; ensure that public lands are used wisely including recreation and wilderness preservation
2. Protecting livable places and open spaces; preserve open spaces, provide lands for recreation, protecting our natural resources
3. Conservation

The Economy and Job Development - The New Economic Reality

1. In light of the current economic recession the Governor has directed Colorado state government to focus critically and strategically on community service solutions dedicated to support:
 - job-seekers,
 - families-at-risk,
 - returning veterans, and families of active duty service men and women
 - basic needs for children and families.

The Lt. Governor's Strategic Plan – Strengthening children, families and communities.

Mission: The mission of the Lt. Governor's office is to strengthen families and communities, support the health, education, and development of all children, and improve the quality of life for all Coloradoans through the promotion of education, childhood development, community service, citizenship, civic engagement, volunteerism and the arts. The Lt Governor's office promotes education, early childhood and youth development. Programming and policy initiatives include:

- Smart Start Colorado
- The Head-Start – State Collaboration
- Co-Chairmanship of the P-20 Education Council
- Health and Wellness
- Race to the Top
- Colorado Framework for Early Childhood

IV. Implementing the Kennedy Serve America Act

The Colorado Commission is poised to implement the new Kennedy Serve America Act (SAA) and, to the greatest extent practical, is incorporating SAA

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provisions in the new Comprehensive State Service Plan. At the time of state service plan development process the appropriations bill funding key provisions of SAA have not yet passed Congress. Nonetheless, GCCS is "planning to plan" for SAA implementation, and features of SAA are incorporated in the state service plan.

Administrative provisions implemented on October 1, 2009 - Several administrative features affecting grant programs funded by GCCS, AmeriCorps State are effective on October 1, 2009 and are being implemented through routine program administrative functions such as information dissemination, policy directives, technical assistance and training, on-site monitoring, desk monitoring, and verification.

In addition, GCCS is prepared to implement program changes over the course of the three-year state service plan timeline, as directed by CNCS. Steps have already been taken in the following areas:

1. Align Colorado AmeriCorps*State program with the five (5) new service corps programs in Subtitle C – the state service plan identifies Colorado's service categories as aligned with these new service corps programs in:

- education,
- healthy futures,
- clean energy,
- veterans, and
- opportunity.

Two (2) discrete new program priorities, serving veterans and serving Adults Age 55 and Older, are identified in the plan as emerging program initiatives. Additional initiatives on the horizon over the next three years may include:

2. Services for outreach and placement of participants with disabilities.
3. Social Innovation Fund
4. Volunteer Generation Fund
5. "Call to Service" campaign
6. 9/11 day of Service and Remembrance
7. Fellowship programs
8. Silver Scholars

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9. Non-profit capacity Building

10 Service Plan for Seniors Age 55 and Over (see *Section V* below)

It is anticipated that SAA implementation will evolve over the three years covered in the state plan, and annual updates of the plan will incorporate program developments as Congress funds them and as directed by CNCS and the Commission on Community Service.

V. Plan for Service for Adults Age 55 and Older and Engaging Older Adults in Providing Services to Meet Community Needs

The Kennedy Serve America Act (SAA) places new emphasis and program requirements respecting state plan requirements for service by and for adults over age 55. Significant work is underway in Colorado and across the country in the emerging field of engaging adults over 55 in service for social benefit.

GCCS has recently begun the plan development process for this requirement. This plan outlines the guiding principles, planned activities and processes to be undertaken in 2009-2010 to develop and adopt the components of the Colorado State Service Plan for 2010-2012 for services engaging adults age 55 and older. The comprehensive plan for "*Engaging Adults Age 55 and Over*" will then be incorporated in the State Service Plan in its final form for 2010, 2011 and 2012.

Introduction – The SAA requires two distinct plan elements for incorporation in the comprehensive State Service Plan: 1) the state shall work with appropriate state agencies and private entities to develop a comprehensive state service plan for service by adults age 55 and older; and 2) the plan shall include recommendations to the state's agency on aging for policies to increase service for adults age 55 and older, including how best to use such adults as sources of social capital and how to utilize their skills and experience to address community needs.

Guiding Principles – the Colorado GCCS State Service Plan initiative will be called "Engaging Adults Over 55 and Over." The Colorado Commission will work closely with organizations and individuals knowledgeable and expert in the

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field, will drawn upon existing data, research and existing resources and will engage partners and stakeholders in developing the comprehensive service plan and recommendations.

Needs Assessment Update: The Colorado needs assessment report will be updated to add a service category entitled: *"Engaging Adults Age 55 and Over"* to incorporate the community needs, program goals and service strategies recommended as part of the comprehensive state plan.

Data: Data elements to be included: *Engaging Adults age 55 and Older* plan will include the following data elements:

- Economic impact of workers age 55 and older in the economy, including current labor market participation rates and employment rates
- Social impact of the roles of workers age 55 and older in the community
- Health and social benefits of active engagement for adults age 55 and older
- Volunteer engagement statistics for adults age 55 and older, with comparative analysis of other demographics for Colorado
- Demographic and census data respecting income, employment, poverty rates, education, residency, home ownership, health and other data respecting the over-all well-being of adults age 55 and over in Colorado.

Outreach Participants and Process: GCCS will engage the following organizations in outreach, review and comment on the plan process:

- State Department of Human Services, Division on Aging and Adults with Disabilities
- State of Colorado Commission on Aging
- State of Colorado Department of Local Affairs
- State of Colorado Department of Labor and Employment
- State Of Colorado Department of Public Health and Environment
- State of Colorado Department of Natural Resources (State Parks)
- Rose Community Foundation - *Boomers Leading Change* initiative (www.coloradoboomers.com)
- Colorado Experience Bank (www.coloradoexperiencebank.com)
- AARP

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- CNCS- Senior Corps, Foster Grandparent and RSVP
- Volunteers of America (VOA)
- Colorado Non-profit Association (CAN)
- Constituency groups and interest groups
- Volunteer Match
- Colorado Trust

Plan Development Steps:

- Data gathering, data mining
- Individual meetings with subject matter experts, agency representatives
- Community outreach, including in person techniques and on-line outreach techniques
- DRAFT plan development, including preliminary service and program strategies and required recommendations
- Extensive plan "review and comment" process, including posting DRAFT plan, submitting the plan for review and comment
- Final plan approval by the GCCS Commission

Plan Elements – Elements to be included in the plan are:

- Recommendations to the State Department of Human Services, Division on Aging, on:
 - Marketing outreach plan to business
 - Outreach to non-profit organizations and the Colorado Non-profit Association and Denver Office of Strategic Partnerships
 - Outreach plan to the state Department of Higher Education and the Colorado Community College System and individual public and private colleges
 - Outreach to the state Department of Education
 - Outreach to other state agencies, including the Department of Local Affairs, Department of Labor and Employment, Department of Public Health and Environment, Department of Natural Resources (State Parks), and others as may be appropriate.
- Recommendations for GCCS policies and programs to be included in the Colorado Needs Assessment report for engaging adults age 55 and older in civic engagement and multigenerational activities in the seven service categories included in the report: civic engagement, conservation and the

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- environment, youth development (and after school programs), education, early childhood, health and health care access, serving people with disabilities.
- Recommendations for engaging adults over age 55 in respite services for adults age 55 and older, and caregivers.
 - Recommendations for employment programs and strategies for transitional employment for adults age 55 and older, to move to purposeful work in their post-career lives, including recommendations for Alternative Work Models (AWM) and flexible work plans, computer lab training, career transition education, and other transitional work strategies.
 - Recommendations for encouraging the development of Encore Service Programs, with specific recommendations on enrolling a significant number of AmeriCorps members age 55 and older, including those age 55 and older in the design and implementation of the Encore Service program.

Timeline:

- Consulting and contracting process -October, 2009
- Establish commission –lead advisory committee – October, 2009
- Data gathering, summary analysis –October, 2009
- Outreach and Preliminary Plan Development – November, 2009
- Review and Comment, including advisory consultation process with Division on Aging, GCCS Commission and consultant – December, 2009
- Final Plan Adoption - February 2010. – The section of the plan entitled “Engaging Adults Age 55 and Over” will be incorporated in the comprehensive state service plan for 2010-2012.

VI. AmeriCorps State Specific Programming Areas

In April 2009 the Commission completed the *Colorado Needs Assessment Report on Community Service, Volunteerism and Civic Engagement*. This document now serves as the basis for the new three-year state service plan, and is used in determining program priorities and priority geographic service needs for the 2009-2011 AmeriCorps grant application funding cycle. The guiding principles for that plan process are:

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1. Extensive outreach and stakeholder engagement in the planning process.
2. Effective communications with a wide range of constituencies.
3. Inclusiveness, diversity, transparency and accountability in the plan development process.
4. Processes that result in statewide participation, including community forums, small group discussions, individual interviews, disability needs assessment, etc.
5. Transparency and accountability in the grant application and grant selection processes, as described in the AmeriCorps *State Grant process.

AmeriCorps*State, Colorado – specific program priority areas are included in the state needs assessment document and are described below. To the extent possible, programs are aligned with the five (5) new Service Corps program priorities identified in the SAA, and are grouped by these five categories. It is anticipated that AmeriCorps*State program funds and program service priorities in Colorado will be aligned with these five new Service Corps programs. For now, the five national priority areas are identified in parentheses.

Colorado Programming Areas

Service strategies for employment and economic recovery

The Governor's Commission on Community Service will direct staff resources to assist Workforce Centers in serving job seekers through volunteerism and community service. Two specific new program initiatives are planned:

GOAL 1: Enhance Volunteerism. With the Colorado Department of Labor and Employment (CDLE) improve and enhance "volunteer opportunity" web site information to assist job seekers in using volunteer referral service opportunities as an integral part of the comprehensive job search activities. In the current labor market, volunteer service can be used by job seekers to:

- ✓ Improve networking and exposure
- ✓ Strengthen job skills, and practice new occupational skills
- ✓ Explore new occupations and potential career options

GOAL 2: Provide Technical Assistance. (VETERANS) With Colorado Department of Labor and Employment and county Workforce Centers, using

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AmeriCorps and VISTA resources, provide technical assistance to develop "volunteer coordinator" functions in local workforce centers, expanding job search services to returning veterans, including disabled veterans; ex-offenders, baby-boomers, new college graduates, displaced workers, and other categories of job-seekers.

Strategies by category

The GCCS has matched the needs assessment findings with current and projected resources to develop specific goals for the seven (7) identified service area categories.

1. Civic Engagement - Promoting volunteerism, community service, and civic engagement:

The Governor's Commission on Community Service will direct financial and staff resources to promote volunteerism, civic engagement, and community service as a part of a broader, multi-faceted strategy to develop local leadership that is responsive to local community needs.

GOAL 1: Statewide Volunteerism Campaign - Increase the number of Coloradans in service, and increase the volunteer support to community non-profit organizations through a statewide promotional campaign. This year-long multi-media campaign will elevate the role of volunteers in sustaining community organizations, promote the role of volunteers as the catalysts for positive community change, and support a higher level of recruitment, training, retention, technical assistance, support, and recognition for volunteerism throughout the state.

Special emphasis in the campaign will be targeted to young social entrepreneurs who will be encouraged to take on leadership roles in community problem solving, thereby developing local leaders across all sectors in the community as well as returning veterans and people who have recently lost their jobs.

GOAL 2: Volunteer Centers - Assist in developing an expanded volunteer center infrastructure across the state, with special emphasis targeted to rural, remote, and underserved communities. The goal is to engage and empower Coloradans to fulfill the "Colorado Promise" through direct service in their communities.

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This initiative will, on a pilot basis, establish new volunteer service projects in target communities across the state, including campus based projects, and assist in an increase, over three years, of up to four new volunteer centers in high priority areas, beginning with one demonstration site. The volunteer centers will join the existing Colorado Volunteer Center Network to serve underserved communities not now served by a local volunteer center. The local volunteer center will provide the following:

- Create a community- based volunteer outreach and matching service to recruit volunteers of all ages and match volunteers with the volunteer service opportunities and priority needs identified by the communities.
- Create and maintain a Non-profit Directory – Community Resource Guide.
- Provide orientation, education, training and community workshops for new volunteers, to build sustainability and a pool of long-term, well-trained and dedicated community volunteers.
- Conduct corporate and business community outreach to encourage business support and private investment in local services and encourage local philanthropy.
- Engage local college students and young adults in volunteer service, coordinating student volunteer programs with community needs.
- Engage baby-boomers in community and volunteer services, using skills, talents and experiences of newly retired baby boomers in service to meet community needs.
- Promote civic engagement inclusion of, and promote increases in direct community services to, people with disabilities.
- Support the Colorado State Emergency Operations Plan, in conjunction with the Colorado Division of Emergency Management and supporting agencies to serve as the coordinating agency to ensure the effective and efficient use of unaffiliated volunteers and unsolicited donations during emergencies and disasters;
- Serve as a catalyst to support resources to local communities for community planning, needs assessment and advocacy for strengthening communities through volunteer service, engaging the non-profit private sector in meeting community needs.
- Develop and promote service learning in elementary, middle schools, high schools and college and to serve as a site for college internships; identify

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and assist in service-learning curriculum development to be used with the school based programs.

2. Conservation and the Environment (CLEAN ENERGY)

The Commission will continue to direct AmeriCorps*State resources, to the greatest extent practical, in areas that promote energy conservation and water efficiency, through the allocation of AmeriCorps*State funds to organizations such as the Mile High Youth Corps (MHYC) and in partnership with the Colorado Youth Corps Association (CYCA).

GOAL 1: AmeriCorps support for energy conservation and water efficiency will be maintained as a top priority service area. AmeriCorps support for MHYC and the CYCA provides significant support for energy conservation and water efficiency services for low-income, elderly and people with a disability across Colorado. AmeriCorps members provide direct service to assist residents to reduce energy costs and improve water use efficiency.

Through youth corps programs and other programs, AmeriCorps members provide the following energy and conservation direct services. Many of these community-based services serve low-income neighborhoods and households, the disabled, and the elderly. Services provided include:

- Install compact florescent bulbs
- Install low flow shower heads
- Assist households with energy savings audits and measures
- Install high efficiency toilets
- Install carbon monoxide detectors
- Improve state trails and campgrounds
- Remove tamarisk (invasive plant species)
- Maintain urban park areas for neighborhood recreation in central city areas
- Construct and maintain community gardens.

GOAL 2: Expand community service activities in the areas of environmental protection, energy conservation and water conservation.

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3. Serving People with Disabilities

Colorado communities expressed an interest in learning more about service needs and community services (both needs and gaps) for people with disabilities. The Governor's Commission on Community Service will continue its "disability awareness and inclusion" initiatives to promote services and encourage broader community inclusion and civic engagement for people with disabilities.

GOAL 1: Maintain current GCCS service initiatives: In 2008 – 2009 the GCCS implemented a strategy to expand community awareness of the abilities and community service capacity of people with disabilities by providing direct grants to partner organizations to:

- Partner with other organizations to increase referrals and applications by people with a disability to AmeriCorps with a resulting increase in the numbers of people with a disability who become AmeriCorps members. Increase the quality and quantity of supports for AmeriCorps members with disabilities;
- Create a statewide working group to develop and implement strategies to recruit and retain persons with disabilities in service positions and to ensure positive experiences;
- Sponsor training sessions for and with AmeriCorps* State and AmeriCorps* National programs to educate program staff and AmeriCorps members on ways to increase participation of individuals with disabilities;
- Provide financial incentives to modify or enhance program activities or deliverables to help defray the costs of achieving "disability and awareness" program goals.

GOAL 2: Share best practices: The results of this work will assist the GCCS in promoting boarder strategies, sharing best practices and developing more focused program initiatives to serve people with a disability. Best practices venues include:

- GCCS State Disability Grant Report
- GCCS Newsletter
- GCCS Mid-Year and Annual Reports
- Program Mangers' Institute
- State Service Conference

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- Day of Service promotional campaigns including the Martin Luther King, Jr. Day of Service and Colorado Cares Day

GOAL 3: Expand the network of the GCCS partner agencies that are routinely engaged in advocacy and services delivery for people with a disability. Assist these agencies in developing civic engagement initiatives to serve their program participants as well as their partner organizations. Community service partner organizations include:

- Creative Training/Accelerating Talent Disability Inclusion Training
- Colorado Advisory Council for Persons with Disabilities
- Colorado Cross-Disabilities Coalition
- Metro Children's Center
- Colorado Disability Economic Initiative
- Colorado Division on Aging, Colorado Experience Bank
- Black United Fund of Colorado
- Disabled Cycling Program
- Denver Metro CPRC's in Transition

4. Early Childhood (EDUCATION)

To promote services and directing resources in support of early childhood care and education, the *Early Childhood Colorado Framework* (early.childhoodteam@capitol.state.co.us) released in 2008 established the following policy goals for Colorado's young children and their families:

- Children have high quality early childhood learning supports and environments and comprehensive health care.
- Families have meaningful community and parenting supports.
- Early childhood professionals have the knowledge, skills and supports to work effectively with and on behalf of families and children.

GOAL 1: Increase initiatives that work with families, such as the Home Instruction Program for Preschool Youngsters – HIPPY Corps program.

5. Education (EDUCATION)

**Colorado Governor's Commission on Community Service
Colorado State Service Plan: 2010, 2011, 2012**

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Colorado Governor Bill Ritter, Jr. and Lt. Governor Barbara O'Brien are strong advocates for education improvement. As a result, broad, comprehensive education reform policies are well underway throughout the state. The GCCS will leverage resources from current statewide and local education initiatives to address three specific education needs identified by communities to:

- Increase the number of tutors.
- Increase the number of mentors.
- Increase school-to-work programs.

GOAL 1: The GCCS will embark on a new program initiative, in partnership with the Colorado Department of Education, to develop the Colorado Statewide Mentoring and Tutoring Partnership. The purpose of this program is to serve as a catalyst to:

- Establish and sustain a statewide youth mentoring collaborative partnerships with direct-service mentoring programs.
- Build increased organizational capacity, community support, and resources for mentoring and tutoring.
- Expand mentoring services in underserved areas, especially those serving at-risk school age children living in poverty.
- Link service-learning and mentoring. This will tie school curriculum with meaningful community volunteer service, to mentoring to engage community adults as mentors, and students, in community service as a vehicle for mentoring, career exploration, and skill development.

6. Health/Health Care (HEALTHY FUTURES)

The Colorado Department of Public Health and Environment is a recognized leader that sets the agenda for public health and environmental quality in the state. As such, it works closely with local public health and environmental health partners to make Colorado the healthiest place to live. Through enhanced community service and volunteer activities, the GCCS will leverage resources from current statewide and local health initiatives to address four health issues identified by communities to:

GOAL 1: Increase participation in healthy lifestyles – GCCS and partner agencies, including grant recipients and sub-recipients, Learn and Service, will embark on new “service strategies” to promote “healthy lifestyles” among all

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groups, especially children and families. GCCS will actively promote healthy lifestyle, recreation and health and wellness initiatives in all AmeriCorps*State – funded programs, and assist in technical assistance and “best practices” strategies.

GOAL 2: In partnership with the Lt Governor's Office initiatives, other state agencies and other partner organizations, GCCS will actively promote and support activities and events that highlight existing community awareness campaigns, such as:

- Colorado Kids Outdoors
- National Get Outdoors Day
- 50th Anniversary of State Parks in 2009
- “No Child Left Indoors”
- GCCS Statewide Service Day promotions, including Colorado Cares Day
- LiveWell (Kaiser Permanente, Colorado Health, etc.)

GOAL 3: Increase volunteer and community services for the elderly and people with disabilities, including Meals-on-Wheels, volunteer transportation services, senior “day care”, respite service and other support services for the elderly and disabled.

GOAL 4: With the Colorado Department of Human Services, Division on Aging, assist in promoting “healthy lifestyles” for baby-boomers and maturing adults, through volunteering, lifelong learning, and employment and community services.

7. Youth Development (EDUCATION, OPPORTUNITY)

Youth development services are those community support, guidance, educational and employment opportunities that help increase positive adolescent and youth development, and serve to prevent school dropout, alcohol and drug abuse, juvenile and criminal behavior, teen pregnancy, and other behaviors that limit opportunities later in life. Youth development programs are a long-standing program priority of GCCS and AmeriCorps*State programs.

GOAL 1: GCCS is committed to continue youth development service programming to help meet the youth development and community needs identified in the needs assessment process. Program initiatives will continue in:

- Job training, team building, and service learning

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- GED enrollment, preparation and tutoring
- Youth mentoring and tutoring, and peer mentoring
- Independent living skills instruction in subjects such as budgeting, employment and job-seeking skills, education, conflict management, personal hygiene, healthy lifestyles, recreation
- Youth leadership development, including crew leader development program (CLDP) and Education and Outreach Program (EOP) in youth corps programs.

VII. GCCS Project and Program Initiatives, And Maintaining Sustainability

1. Building Strategic Partnerships

The Commission continues to place great emphasis on a campaign to increase public awareness of community service and volunteerism related to strengthening communities, expanding volunteerism, youth development and education, civic engagement, and mentoring.

The Commission is continuing a comprehensive community awareness effort, begun in 2008. The goal of the outreach plan is to expand the commission visibility in Colorado and to foster volunteer service statewide with emphases in three distinct areas: public information, marketing and branding, and community awareness and building partnerships. The goals are:

- Educate the general public about the mission and goals of the commission.
- Increase community awareness and media exposure in a variety of ways: personal appearances, print media, routine and periodic press releases, more visible announcements, web site updating, expansion of electronic database of partner agencies and organizations, and other ways.
- Encourage all Colorado residents, especially youth, to engage in volunteer service to make the state a better place to live and raise a family.

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2. Program Evaluation

Accountability is one of the GCCS's management guiding principles. In the last quarter of CY 2009, GCCS will complete a program activities summary and best practices tool-kit for AmeriCorps programs operated in 2006-07, 2007-08 and 2008-09, as part of the 2006-2009 AmeriCorps grant close-out. A comprehensive on-going program outcomes and evaluation cycle for the next three year grant cycle for 2009-2012 grants will in 2010.

This program evaluation component will begin by designating a committee consisting of Commission staff and program managers to outline the framework for an evaluation tool and process. The Corporation's T/TA providers will provide assistance in this aspect of the project. Through an RFP process, a subcontractor will be chosen to implement the evaluation plan.

3. Special Projects:

- Days of Service
- State VISTA
- AmeriCorps Week - Governor's Annual AmeriCorps Service Awards
- Bi-annual State Summit On Civic Engagement Volunteerism and Community Service, to alternate with the bi-annual State Volunteerism Conference.

4. Two new service initiatives to be developed and implemented over the three year plan cycle:

- "Engaging Adults Age 55 and Over" – described in section V above.
- VetCorps Program – a veterans service corps program that will implement the Veterans Corps provision of the Kennedy SAA, to recruit and mobilize veterans to serve the needs of returning veterans and their families. Unemployment data and health risk data (accidents, PTSS, overdoses, suicides, domestic abuse, etc.) suggest that serious attention is needed to assist veterans transitioning and reintegrating to civilian life. A new Veterans corps program would provide resources for veterans to learn and work their way back to civilian life through service to others. VetCorps members would be deployed to with

**Colorado Governor's Commission on Community Service
Colorado State Service Plan: 2010, 2011, 2012**

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organizations providing services to veterans, including in-take and needs assessment, employment services (coordinated with local veterans employment representative (LVER) at Work Force Centers), medical "navigation" services, skill training, child care, housing, education, financial literacy, and other direct and support services to veterans.

5. **Sustainability** – GCCS continues its efforts to reach out to state agencies, private sector foundations and grants, businesses and other non-federal fund sources to achieve program sustainability. Unfortunately, Colorado is one of only seven (7) states in the nation that does not provide a state appropriation for community service programs. Colorado GCCS relies heavily on in-kind state administrative support and private sector discounts, gifts, donations, grants and other non-federal contributions to maintain a cost effective administrative system and programs.

State support: The state of Colorado provides a significant level of in-kind state support for legal counsel, contracting, accounting, fiscal controls, and financial management.

Private sector support: In addition, non-federal in-kind and small grant support is realized from a variety of private sector donors and contributors who support and sponsor the administrative and program activities of GCCS, including:

- The El Pomar Foundation
- The Gay and Lesbian Fund of Colorado
- The Martin Luther King Holiday Commission
- Metro Volunteers, Inc.
- State GCCS Commissioner in-kind contributions
- Colorado YMCA Camp of Rockies
- Johnson and Wales University
- Others

Future sustainability efforts: GCCS Commission has embarked on a more aggressive campaign to reach community foundations, private sector donors, state legislators, and other state agencies to support the long-term viability and sustainability of community service programming in the state. Non-federal

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program grants will be sought for: volunteer center support; a statewide volunteerism campaign, veterans services, volunteer recruitment from job-seekers, youth development training and support services, education, environment and conservation, senior services, and other program initiatives.

State, county and local government programs are facing serious reductions, program cutbacks, lay-offs and retrenchment. While it is unrealistic to seek a state appropriation in the current economic environment, it is realistic to continue efforts to seek non-federal donations, grants and contributions and to leverage non-government support for expanded AmeriCorps*State and expanded AmeriCorps VISTA program services, especially for targeted populations such as seniors, veterans, and the disabled, and services in rural and remote areas of the state.

VIII. GCCS Management Plan

In addition to specific program areas noted as state priority goals, the Governor's Commission on Community Service has adopted the following management goals:

- Develop and maintain organizational and financial resources necessary to provide effective and efficient program services
- Establish and maintain effective and efficient grants program management and systems
- Build strategic partnerships
- Promote community service and volunteerism
- Establish and achieve standards of excellence in all aspects of operations and provide professional growth and development for employees.

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IX. Conclusion

X. Governor's Approval

Appendices:

Specific Accomplishments - 2009

1. Communication and Public Information Plan – In an effort to increase communication, promote volunteerism, and create a brand for the Commission, the GCCS has implemented a new communication plan. Along with the annual publications of the *MLK Jr. Day Report* and the *Colorado Cares Day Report*, the staff now publishes scheduled quarterly Newsletters, the *AmeriCorps State Program Mid-Year Report*, and the *Governor's Commission on Community Service Annual Report*, on a regular basis. Aside from our new regular publications, the Commission also produced special reports in 2008 such as the US Commissions *State Funding Survey Report*.

2. Preparation and Outreach for 2009 Grant Cycle – New Grantees Selected in 2009 - In mid-2008, the Commission staff launched a new three-year AmeriCorps grant cycle. A Notice of Funding Opportunity was distributed which requested applications that addressed the strategic initiatives of the Corporation for National and Community Service as well as specific Colorado initiatives. In an effort to provide this offer to all geographic areas of the state and to all potential grant recipients, particularly those in rural, underserved and areas of extreme poverty, several outreach activities were undertaken. The NOFO was distributed to:

- All Colorado counties through the 211 volunteer network system,
- GCCS stakeholders, program partners and participants,
- National service partners including the CNCS State Office, NCCC, and Campus Compact
- A press release distributed by the Governor's Media Office,

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Seven pre-application sessions were held in Denver (2), Glenwood Springs, Pueblo, Durango, Fort Morgan and Estes Park.

3. State Needs Assessment Report Published in April, 2009 - The current needs assessment, completed in 2009, is the foundation for the development of the *2010--2012 State Service Plan*, and will help the Commission develop and enhance relationships, partnerships, and collaborations with individuals, organizations, foundations, and others to build and maintain vital thriving communities throughout Colorado.

The general focus of the assessment is to determine what is important to communities, how citizens are involved in their communities, what is working to engage citizens in the civic life of the community, and what kinds of supports are needed to expand service, volunteerism, and civic engagement. While specific issues may vary by community, emphasis is placed on issues such as: education, early childhood development / learning, youth development, health care, people with a disability, conservation / environment.

From April – August 2008, community forums, small group discussions, and interviews involving approximately 400 people were conducted in the six primary sites plus Cortez, Pagosa Springs, Southern Ute Indian Reservation, and the Ute Mountain Ute Indian Reservation.

To ensure reliability and validity, the draft report was distributed to those participating in the initial data-gathering phase. Final reports for the six primary sites (Alamosa, Durango, Greeley, Grand Junction, Lamar, Pueblo) plus a statewide report, were produced and distributed.

The final comprehensive report was published and distributed in April, 2009.

Reference Documents:

1. GCCS Colorado Needs Assessment Report on Community Service, Volunteerism and Civic Engagement
2. GCCS Grant Portfolio
3. GCCS Management Plan
4. GCCS Disability Mini-Grant Portfolio